



Employment and
Immigration Canada

Emploi et
Immigration Canada

Occupational
and Career Analysis
and Development

Analyse et
développement –
Professions et carrières

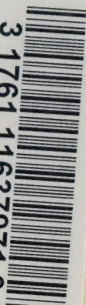


CAI
MI

-Z311

Guide to qualifications profile factors

3 1761 11637971 0



1 General Education Development (GED)

Levels	Approximate Duration of Schooling
6 —	17 years plus
5 —	13 to 16 years
4 —	11 to 12 years
3 —	9 to 10 years
2 —	6 to 8 years
1 —	Up to 6 years

2 Specific Vocational Preparation (SVP)

- 1 Short Demonstration Only
- 2 Anything Beyond short demonstration up to and including 30 days
- 3 Over 30 days up to and including 3 months
- 4 Over 3 months up to and including 6 months
- 5 Over 6 months up to and including 1 year
- 6 Over 1 year up to and including 2 years
- 7 Over 2 years up to and including 4 years
- 8 Over 4 years up to and including 10 years
- 9 Over 10 years

3 Physical Activities (PA)

1. Strength (lifting, carrying, pushing, pulling) shown in terms of:
 - S — Sedentary work (10 lbs. max)
 - L — Light Work (20 lbs. max)
 - M — Medium work (50 lbs. max)
 - H — Heavy Work (100 lbs. max)
 - VH — Very Heavy Work (over 100 lbs.)
2. Climbing and/or Balancing
3. Stooping, Kneeling, Crouching and/or Crawling
4. Reaching, Handling, Fingering and/or Feeling
5. Talking
6. Hearing
7. Seeing in terms of: acuity far and near, depth perception, accommodation, colour vision and field of vision.
8. Control: hand; foot

4 Environmental Conditions (EC)

1. Work Location; I – Inside; O – Outside; B – Both
2. Extremes of cold plus temperature changes
3. Extremes of heat plus temperature changes
4. Wet and/or humid
5. Noise and/or vibration
6. Hazards in terms of: mechanical, electrical, burns, explosives, radiant energy
7. Atmospheric Conditions in terms of: fumes, odours, dusts, mists, gases, poor ventilation



5 Data (1st digit) People (2nd digit) Things (3rd digit) (DPT)

- 0 Synthesizing
- 1 Co-ordinating
- 2 Analyzing
- 3 Compiling
- 4 Computing
- 5 Copying
- 6 Comparing
- 7
- 8 No Significant Relationship

- 0 Mentoring
- 1 Negotiating
- 2 Instructing
- 3 Supervising
- 4 Diverting
- 5 Persuading
- 6 Speaking-Signaling
- 7 Serving
- 8 No Significant Relationship

- 0 Setting-Up
- 1 Precision Working
- 2 Operating-Controlling
- 3 Driving-Operating
- 4 Manipulating-Operating
- 5 Tending
- 6 Feeding-Offbearing
- 7 Handling
- 8 No Significant Relationship

6 Aptitudes (Apt)

Aptitude Levels (in terms of working population)

- G General Intelligence
- V Verbal Ability
- N Numerical Ability
- S Spatial Perception
- P Form Perception
- Q Clerical Perception
- K Motor Co-ordination
- F Finger Dexterity
- M Manual Dexterity
- E Eye-Hand-Foot Co-ordination
- C Colour Discrimination

- 1. Upper 10%
 - 2. Upper Third exclusive of the Highest 10%
 - 3. Middle Third
 - 4. Lowest Third exclusive of the Lowest 10%
 - 5. Lower 10%
- When these levels are underlined, they are considered significant for satisfactory job performance.

7 Interest Factors (Int)

- 1. Things and Objects
- 2. Business Contact with People
- 3. Routine, concrete and organized work
- 4. Working for people for their presumed good as in the social welfare sense, or for dealing with people and language in social situations.
- 5. Work resulting in prestige or esteem of others
- 6. People and Communication of Ideas
- 7. Scientific and Technical Work
- 8. Abstract and creative work or experiences
- 9. Non-social work, carried on in relation to processes, machines, and techniques
- 0. Work resulting in tangible, productive satisfaction

8 Temperament Factors (Temp)

- 1. Variety and Change
- 2. Repetitive, Short Cycle
- 3. Under Specific Instructions
- 4. Direction, Control, Planning
- 5. Dealing with People
- 6. Isolation
- 7. Influencing People
- 8. Performing Under Stress
- 9. Sensory or Judgmental Criteria
- 0. Measurable or Verifiable Criteria
- X. Interpretation of ideas, facts, feelings
- Y. Precise attainment of set limits, tolerances or standards